

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FREE STATE AND NORTHERN CAPE REGION NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2014 TO 31 AUGUST 2015**

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				
DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%	Across the board Increase 7.5%	Wages per Week from 01 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
		R	R	R	R	R
A. ALL AREAS						
(i)	(a) Foreman	2 445.00	1 956.00	183.50	2 628.50	2 103.00
	(b) Supervisor/Quality Controller					
	(i) Qualified	999.00	799.00	75.00	1 074.00	859.00
	(ii) Learners					
	first six months of experience	686.00	549.00	51.50	737.50	590.00
	second six months of experience	819.00	655.00	61.50	880.50	704.50
	Thereafter, the wage specified in (ii)(i) i.e.	999.00	799.00	75.00	1 074.00	859.00
	(c) Cloakroom Supervisor/Watchman	696.50	557.00	52.00	748.50	599.00
	(d) Mechanic	2 293.50	1 835.00	172.00	2 465.50	1 972.50
	(e) Unqualified Mechanic	854.50	683.50	64.00	918.50	735.00
	(f) Watchman	696.50	557.00	52.00	748.50	599.00
	(g) Labourer	544.00	435.00	41.00	585.00	468.00
	(h) Boiler Attendant	598.50	479.00	45.00	643.50	515.00
(ii)	Pattern Grader					
	(i) Qualified	1 295.50	1 036.50	97.00	1 392.50	1 114.00
	(ii) Learners					
	first six months of experience	500.00	400.00	37.50	537.50	430.00
	second six months of experience	599.50	479.50	45.00	644.50	515.50
	third six months of experience	698.00	558.50	52.50	750.50	600.50
	fourth six months of experience	799.50	639.50	60.00	859.50	687.50
	fifth six months of experience	897.50	718.00	67.50	965.00	772.00
	sixth six months of experience	996.00	797.00	74.50	1 070.50	856.50
	seventh six months of experience	1 095.50	876.50	82.00	1 177.50	942.00
	next four months of experience	1 194.50	955.50	89.50	1 284.00	1 027.00
	Thereafter, the wage specified in (ii)(i) i.e.	1 295.50	1 036.50	97.00	1 392.50	1 114.00
(iii)	Marker-In					
	(i) Qualified	999.00	799.00	75.00	1 074.00	859.00
	(ii) Learners					
	first six months of experience	500.00	400.00	37.50	537.50	430.00
	second six months of experience	561.50	449.00	42.00	603.50	483.00
	third six months of experience	627.50	502.00	47.00	674.50	539.50
	fourth six months of experience	688.00	550.50	51.50	739.50	591.50
	fifth six months of experience	751.00	601.00	56.50	807.50	646.00
	sixth six months of experience	811.50	649.00	61.00	872.50	698.00
	seventh six months of experience	874.50	699.50	65.50	940.00	752.00
	next four months of experience	935.50	748.50	70.00	1 005.50	804.50
	Thereafter, the wage specified in (iii)(i) i.e.	999.00	799.00	75.00	1 074.00	859.00
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out					
	(i) Qualified	801.00	641.00	60.00	861.00	689.00
	(ii) Learners					
	first six months of experience	475.00	380.00	35.50	510.50	408.50
	second six months of experience	530.00	424.00	40.00	570.00	456.00
	third six months of experience	585.00	468.00	44.00	629.00	503.00
	fourth six months of experience	638.50	511.00	48.00	686.50	549.00
	fifth six months of experience	692.50	554.00	52.00	744.50	595.50
	next four months of experience	747.00	597.50	56.00	803.00	642.50

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FREE STATE AND NORTHERN CAPE REGION NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2014 TO 31 AUGUST 2015**

DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%	Across the board Increase 7.5%	Wages per Week from 01 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
		R	R	R	R	R
	Thereafter, the wage specified in (iv)(i) i.e.	801.00	641.00	60.00	861.00	689.00
(v)	Checker, Examiner and/or Passer					
	(i) Qualified	696.50	557.00	52.00	748.50	599.00
	(ii) Learners					
	first six months of experience	475.00	380.00	35.50	510.50	408.50
	second six months of experience	530.00	424.00	40.00	570.00	456.00
	third six months of experience	585.00	468.00	44.00	629.00	503.00
	next four months of experience	639.00	511.00	48.00	687.00	549.50
	Thereafter, the wage specified in (v)(i) i.e.	696.50	557.00	52.00	748.50	599.00
(vi)	(a) Invoice Clerk					
	(i) Qualified	999.00	799.00	75.00	1 074.00	859.00
	(ii) Learners					
	first six months of experience	720.00	576.00	54.00	774.00	619.00
	Thereafter, the wage specified in (vi)(a)(i)	999.00	799.00	75.00	1 074.00	859.00
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk					
	(i) Qualified	732.00	585.50	55.00	787.00	629.50
	(ii) Learners					
	first six months of experience	525.50	420.50	39.50	565.00	452.00
	second six months of experience	628.50	503.00	47.00	675.50	540.50
	Thereafter, the wage specified in (vi)(b)(i) i.e.	732.00	585.50	55.00	787.00	629.50
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:					
	(i) Qualified	788.50	631.00	59.00	847.50	678.00
	(ii) Learners					
	first six months of experience	475.00	380.00	35.50	510.50	408.50
	second six months of experience	527.00	421.50	39.50	566.50	453.00
	third six months of experience	578.50	463.00	43.50	622.00	497.50
	fourth six months of experience	630.50	504.50	47.50	678.00	542.50
	fifth six months of experience	682.50	546.00	51.00	733.50	587.00
	next four months of experience	736.50	589.00	55.00	791.50	633.00
	Thereafter, the wage specified in (vii)(i) i.e.	788.50	631.00	59.00	847.50	678.00
(viii)	Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:					
	(a) Does not exceed 2 722 kg	862.50	690.00	64.50	927.00	741.50
	(b) Exceeds 2 722 kg	1 002.00	801.50	75.00	1 077.00	861.50
(ix)	Part-time Driver of a Motor Vehicle	784.50	627.50	59.00	843.50	675.00
(x)	Knitting Machine Operator					
	(i) Qualified	1 026.50	821.00	77.00	1 103.50	883.00
	(ii) Learners					
	first six months of experience	475.00	380.00	35.50	510.50	408.50
	second six months of experience	568.50	455.00	42.50	611.00	489.00
	third six months of experience	659.00	527.00	49.50	708.50	567.00
	fourth six months of experience	751.50	601.00	56.50	808.00	646.50
	fifth six months of experience	842.50	674.00	63.00	905.50	724.50
	next four months of experience	936.00	749.00	70.00	1 006.00	805.00
	Thereafter, the wage specified in (x)(i) i.e.	1 026.50	821.00	77.00	1 103.50	883.00

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FREE STATE AND NORTHERN CAPE REGION NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2014 TO 31 AUGUST 2015**

DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%	Across the board Increase 7.5%	Wages per Week from 01 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
		R	R	R	R	R
(xi)	Maintenance hand					
	(i) Qualified	589.00	471.00	44.00	633.00	506.50
	(ii) Learners					
	first six months of experience	475.00	380.00	35.50	510.50	408.50
	second six months of experience	498.00	398.50	37.50	535.50	428.50
	third six months of experience	517.00	413.50	39.00	556.00	445.00
	fourth six months of experience	541.50	433.00	40.50	582.00	465.50
	next four months of experience	568.00	454.50	42.50	610.50	488.50
	Thereafter, the wage specified in (xi)(i) i.e.	589.00	471.00	44.00	633.00	506.50
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD						
(i) (a)	Sewing Machinist					
	(i) Qualified	696.50	557.00	52.00	748.50	599.00
	(ii) Learners					
	first six months of experience	475.00	380.00	35.50	510.50	408.50
	second six months of experience	511.50	409.00	38.50	550.00	440.00
	third six months of experience	548.00	438.50	41.00	589.00	471.00
	Thereafter, the wage specified in (i)(i) i.e.	696.50	557.00	52.00	748.50	599.00
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer					
	(i) Qualified	696.50	557.00	52.00	748.50	599.00
	(ii) Learners					
	first six months of experience	475.00	380.00	35.50	510.50	408.50
	second six months of experience	511.50	409.00	38.50	550.00	440.00
	third six months of experience	548.00	438.50	41.00	589.00	471.00
	fourth six months of experience	585.00	468.00	44.00	629.00	503.00
	fifth six months of experience	621.50	497.00	46.50	668.00	534.50
	next four months of experience	658.50	527.00	49.50	708.00	566.50
	Thereafter, the wage specified in (i)(i) i.e.	696.50	557.00	52.00	748.50	599.00
	Set Leader and/or Team Leader	739.50	591.50	55.50	795.00	636.00
(ii)	General Worker/Pleater					
	(i) Qualified	525.50	420.50	39.50	565.00	452.00
	(ii) Learners					
	first six months of experience	475.00	380.00	35.50	510.50	408.50
	second six months of experience	499.50	399.50	37.50	537.00	429.50
	Thereafter, the wage specified in (ii)(i) i.e.	525.50	420.50	39.50	565.00	452.00
(iii)	Despatch Packer and Layer-up					
	(i) Qualified	543.50	435.00	41.00	584.50	467.50
	(ii) Learners					
	first six months of experience	475.00	380.00	35.50	510.50	408.50
	second six months of experience	509.00	407.00	38.00	547.00	437.50
	Thereafter, the wage specified in (iii)(i) i.e.	543.50	435.00	41.00	584.50	467.50
(iv)	Plain Sewer					
	(i) Qualified	568.50	455.00	42.50	611.00	489.00
	(ii) Learners					
	first six months of experience	475.00	380.00	35.50	510.50	408.50
	Thereafter, the wage specified in (iv)(i) i.e.	568.50	455.00	42.50	611.00	489.00
(v)	Sample Machinist	791.50	633.00	59.50	851.00	681.00

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY
FREE STATE AND NORTHERN CAPE REGION NEW WAGE RATES NEGOTIATED BY THE PARTIES
FOR THE PERIOD 01 SEPTEMBER 2014 TO 31 AUGUST 2015**

DESCRIPTION OF OCCUPATION		Wages per Week from 01 Sep 2013 to 31 Aug 2014	New Employees on Incentivised Scheme Effective 1 September 2013 = 80%	Across the board Increase 7.5%	Wages per Week from 01 Sep 2014 to 31 Aug 2015	New Employees on Incentivised Scheme Effective 1 September 2014 = 80%
		R	R	R	R	R
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT						
(i) (a)	Sewing Machinist					
	(i) Qualified:	652.50	522.00	52.00	704.50	563.50
	(ii) Learners:					
	first six months of experience	447.50	358.00	35.50	483.00	386.50
	second six months of experience	481.50	385.00	38.50	520.00	416.00
	third six months of experience	516.00	413.00	41.00	557.00	445.50
	Thereafter, the wage specified in (i)(a)(i)	652.50	522.00	52.00	704.50	563.50
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:					
	(i) Qualified:	652.50	522.00	52.00	704.50	563.50
	(ii) Learners:					
	first six months of experience	447.50	358.00	35.50	483.00	386.50
	second six months of experience	481.50	385.00	38.50	520.00	416.00
	third six months of experience	516.00	413.00	41.00	557.00	445.50
	fourth six months of experience	549.50	439.50	44.00	593.50	475.00
	fifth six months of experience	583.00	466.50	46.50	629.50	503.50
	Next four months of experience	617.00	493.50	49.50	666.50	533.00
	Thereafter, the wage specified in (i)(b)(i)	652.50	522.00	52.00	704.50	563.50
	Set Leader and/or Team Leader	693.50	555.00	55.50	749.00	599.00
(ii)	General Worker/Pleater					
	(i) Qualified	501.00	401.00	39.50	540.50	432.50
	(ii) Learners					
	first six months of experience	447.50	358.00	35.50	483.00	386.50
	second six months of experience	475.00	380.00	37.50	512.50	410.00
	Thereafter, the wage specified in (ii)(i) i.e.	501.00	401.00	39.50	540.50	432.50
(iii)	Despatch Packer					
	(i) Qualified	523.50	419.00	41.00	564.50	451.50
	(ii) Learners					
	first six months of experience	447.50	358.00	35.50	483.00	386.50
	second six months of experience	485.50	388.50	38.00	523.50	419.00
	Thereafter, the wage specified in (iii)(i) i.e.	523.50	419.00	41.00	564.50	451.50
(iv)	Layer-Up					
	(i) Qualified	518.50	415.00	41.00	559.50	447.50
	(ii) Learners					
	first six months of experience	447.50	358.00	35.50	483.00	386.50
	second six months of experience	486.00	389.00	38.00	524.00	419.00
	Thereafter, the wage specified in (iii)(i) i.e.	530.50	424.50	41.00	571.50	457.00
(v)	Plain Sewer					
	(i) Qualified	542.00	433.50	42.50	584.50	467.50
	(ii) Learners					
	first six months of experience	450.00	360.00	35.50	485.50	388.50
	Thereafter, the wage specified in (iv)(i) i.e.	542.00	433.50	42.50	584.50	467.50
(vi)	Sample Machinist	741.00	593.00	59.50	800.50	640.50

NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2014, increase the Weekly Wage for those employees by the agreed Wage Increase of 7.5% Across-the-Board.